

.

---

**From:** Young, David (DPH)  
**Sent:** Thursday, May 12, 2011 4:32 PM  
**To:** Nassif, Julianne (DPH)  
**Cc:** Han, Linda (DPH)  
**Subject:** FW: non FMLA leave  
**Attachments:** non-FMLA leave request 5-10-11.docx

**Importance:** High

Julie, I received your voice message saying that you do not find this request unreasonable. It does not present a problem under the collective bargaining agreement. It certainly is more reasonable than the open ended request received previously. In terms of your question about not opening this up to more time off than initially requested I would advise that the request be approved in writing confirming approval of the 10 days requested on the particular dates as enumerated.

---

From: Medina, Nicole (DPH)  
Sent: Wednesday, May 11, 2011 4:08 PM  
To: Han, Linda (DPH)  
Cc: Looney, Ann; King, Karen (EHS); Nassif, Julianne (DPH); Salemi, Charles (DPH); Young, David (DPH)  
Subject: FW: non FMLA leave

Good Afternoon Dr. Han,

Since your last correspondence I have been able to make some temporary arrangements that will allow me to return to a full schedule initially. I am resubmitting my request for non-FMLA leave with hopes that my being more specific in my request may clarify my needs. I understand that my previous request may have implied that I was looking for 10 additional weeks when I am only requesting 10 single days. Julie has also notified us that drug lab is making good strides toward the back log and that we will be moving toward a one chemist system in the near future which is good news! I hope with the back log in the drug lab moving in the right direction and my clarification of my needs that you will be able to authorize this very temporary flexibility. I appreciate your understanding.

Thank you,  
Nicole Medina

---

From: Han, Linda (DPH)  
Sent: Tuesday, April 26, 2011 8:09 AM  
To: Medina, Nicole (DPH)  
Cc: Nassif, Julianne (DPH); Marinucci, Cecilia (DPH)  
Subject: non FMLA leave

Nicole: Please see attached memo regarding your request for non-FMLA leave. thanks, Linda

Linda Han, MD, MPH

Director, Bureau of Laboratory Sciences

William A. Hinton State Laboratory Institute

Massachusetts Department of Public Health

305 South St.

Jamaica Plain, MA 02130

(617) 983-4362 (phone)

(617) 983-6618 (fax)

[www.mass.gov/dph/bls](http://www.mass.gov/dph/bls)